

*Speaker 1:* Good afternoon, everyone. Thank you for joining us on this week's teamster affiliate conference call. To get us started this afternoon General President Jim Hoffa.

*Jim Hoffa:* Thank you all for joining me on this call. These are certainly trying times with all the news about basically the vaccine coming onboard. We really have to see what's going on with regard to the teamsters. But basically the most important thing is our team is doing a great job. Through all the problems we've had with the Coronavirus and the people getting sick, we still are out there making America move every day. More than a million teamsters go to work every day, and they are out there, whether they're UPS, whether they're driving a truck, whether they're flying a plane, whether they're nurses, whether they're policemen, whether they're public employees, they are out there making sure America runs right. So they are the true heroes and we certainly have our hats off to them.

Through this difficult time communication has probably been the biggest thing that I've been concerned about, so I've instructed our division heads and our department heads to keep in contact either through Zoom or basically conference calls with all the people involved to make sure that they keep in contact to make sure our plans, our policies, whether it's grievances, whether it's panels, whether it's negotiating contracts, that everything keeps moving. And I'm very proud to say that our leadership has done a great job keeping this union running properly and they've really, really done a good job.

Right now we're in this vaccine stage and everybody's talking about when does it come on. Let me assure you that the teamsters will make sure that we're in line when it's our time to get it. We are in contact with the administration – the old administration, the new administration to make sure teamsters get their vaccines. That's one of our top priorities. But vaccines are going to be important, and Lamont certainly can bring us up to date and we're going to hear from Lamont Byrd, who is our Safety and Health person, is going to explain how the vaccine works and how do we get it.

So these are difficult times, trying times, but the answer is our union is running very well because of our leadership, because of our joint councils, because of our locals, everybody's doing a good job and I'm very, very proud of that.

One of the things that we're talking about at the IBT that everybody knows is Amazon. Everybody knows Amazon is the big dog out there, growing every day. We see the buildings. I'm here in Michigan; they're doing things here that are amazing, the type of buildings they're building and staffing up. And these are going to be threats to every job we have. Eventually they will threaten us, whether it's in food warehousing, whether it's in delivery, whether it's UPS; they are going to be a threat. And so we recognize that, we've done the research, we know what has to be done.

So our IBT departments are working very closely in a coordinated way to say "How do we go about attacking this big gorilla?" And we know about how they're set up. They're a very clever company. They set up with people that are independent contractors, that you really – that \_\_\_\_\_ can't organize. They're very clever how we do this, so we're going to find a way to make sure we have an impact on Amazon. And that is the next big thing that we will be doing. So that's going to be extremely important to get that done.

Also we're working very closely with the new administration, with Joe Biden, President-Elect. We've appointed Neil Ditchek as our liaison with regard to transition, and Christy Bailey to work with this administration to make sure we get people in that we know and have connections with. We are backing certain people that we think we know better than others, and we'll see how we do with regard to how they ended up in this new administration. I will tell you this, that I've known Joe Biden for more than 20 years and he's going to be the most pro-labor president that we've seen. And I'm very happy to hear that.

Also the next big thing is going to be Georgia. Everybody has heard about the runoff in Georgia. If we win the two Senate seats there we could control the Senate. That would be so much to our pensions and the goals that we have with regard to the teamsters. And that's going to be a tough job. I want you to know the teamsters and Christy Bailey is leading their attack there. We're working very closely with the locals there, 527 and 728 – 528 and 728 with regard to them helping out with their members. We're in contact with their retirees. Everybody is reaching out to everybody they know to make sure they vote and participate, because that could determine how we do with regard to so many issues that we have facing our union control of the Senate. So that's going to be a major, major issue and that is on January 5th in Georgia.

Also with our program today we're going to be hearing from Teamsters President – Teamsters Canada, Francois Laporte. And

we're going to be hearing from Lamont Byrd, our safety director. So without further ado – well, I'd like to say one other thing. I'd like to note the passing of Tom Keegel. You know, Tom Keegel was y partner for 13 years and he was a great guy and a great secretary treasurer. And we were able to basically straighten out the finances of this union and to make it where it's at today, one of the richest unions in the country and a union that doesn't have to back down from any employer. We've got the power to get things done, and I'm very proud of my relationship with him.

I always talk about the time that we would go up to Minnesota and everybody would say "This is Keegel country." And he was a great guy and he's going to be missed and we certainly – I wanted to note his passing.

Also I'm working very closely with Ken Hall with regard to our issues here. Ken's doing a great job too, making sure our finances are run properly. And he's doing a great job. So without further ado I'm going to turn this over to our General Secretary Treasurer Ken Hall. Ken.

*Ken Hall:*

Thank you, Jim. Good afternoon, everyone. I hope all of you had a good Thanksgiving holiday, even if you may have had to change the way you usually celebrate it.

One thing we can all be thankful for is the fact that come January 20th we'll be dealing with a new administration in the White House. Grownups will finally be back in charge. This new administration, as Jim said, will be labor and union friendly. As Joe Biden demonstrated on the campaign trail he isn't afraid to use the word "union." That's incredibly important to us. We expect to be on the offensive again, gaining ground instead of playing defense and trying to protect the rights we've all worked so hard to obtain. We should all be proud of ourselves, our locals, our members, our IBT political department and field staff work incredibly hard to make this all happen. And despite the difficult circumstances, we make calls, we send e-mails, and we talked with our members any way we could. And we'll be here to make sure that the new administration remembers who we are in and how they got in office.

As you'll be hearing from Neil, the IBT is already making our priorities clear to the transition team. Among them are pension fix and ensuring that our union health and welfare funds' best interests are taken into account when considering legislation affecting

healthcare. Our priorities need to be the new administration's priorities and we can't let up on that.

Switching gears for a moment, as I've reported before, the IBT is coming through this pandemic reasonably well. Our membership numbers are down a bit, but not nearly as much as we feared they would be back in March and April. Our expenses are scaled down considerably, which allows our finances to remain healthy. Our strike fund is healthier than it's ever been in our history, and our ability to withstand a downturn in the economy, should one occur, is as good as it has ever been. And with the vaccine on the horizon things should only get better.

I want to thank all of you for all you've done this past year to keep your members safe, and I wish you a happy, and most importantly, healthy holiday season.

I'll now turn the call over to the President of Teamsters Canada Francois Laporte.

*Francois Laporte:*

Thank you very much General Secretary Ken Hall. General President Hoffa, colleague, international vice president, brothers and sisters from across North America, good afternoon.

Before I start my report, which will be my report number 15 since the beginning of this pandemic, I would like on behalf of the Canadian members to offer our sincere condolence to Tom Keegel's family and friends and colleagues. Tom was a great man. He was a friend of Canadians and he will certainly be missed. So again, our sincere condolence.

So now let's talk about what's going on in Canada. I would like to take the occasion to recognize the hard work of our officers, our local unit business agent, the staff at every level of our organization, and I want to thank them for their commitment and their contribution and their hard work. On a more personal note, a special mention goes to my international vice presidents and colleagues, Stan Hennessey and Craig McInnes for their constant support during the difficult period we are all facing.

A few words about COVID-19. Not surprisingly I will provide my report on Canada with an update on COVID-19. We are in the middle of the second wave of the pandemic. Every region of Canada has been recently – I've seen recently a significant increase in numbers of cases, and that forced several provincial governments to announce lockdown or more restrictions, and more

particularly during the holiday season it may be those lockdowns and those measures will expand after the holiday season, sometime in January.

The good news is that the Canadian Health Agency has approved the Pfizer vaccine today and we are expecting more authorization from other providers in the coming days. That means that the vaccination will start next week. The Canadian government has already signed an agreement to buy millions of doses of vaccines with Pfizer and other providers. So the vaccine will be available across the country.

The national coordination for the distribution will be done by General \_\_\_\_\_, who is a Canadian Army officer. Again, each province will receive a significant number of vaccines.

As a member of the National Council on Procurement I am very proud of the accomplishment and the good work that has been done so far by the Canadian authority. With regards to the priority who will receive the vaccine first, it's been \_\_\_\_\_ that the priority will be given to the frontline workers, more particularly to the healthcare and long-term care center workers and residents. So the vaccine, keep in mind, is only one element to win the fight against COVID-19. We must keep doing the basic things such as wearing masks, washing our hands regularly, and practicing social distancing.

A few words about our economy. The Canadian economy is slowly recovering. Several jobs are back in the manufacturing sector. This is good news. The various financial assistance program put forward by the Canadian government successfully helps millions of workers and small business through this difficult time. It was a good thing. It was a right thing to do.

Also Canadian and provincial government have initiated massive investment in infrastructures and industrial sector, and this will create long-term good paying jobs for Canadians.

The transportation sector is doing okay despite the fact that the Canadian-US border remains closed and it will remain closed until December 21st. And also there is a rumor that the border may remain closed as long as the pandemic is not under control.

The trucking industry, however, has seen a slowdown in its activity regarding – or comparing to the same period last year. But it's not dramatic, so we're not doing bad.

The package delivery industry is booming and our unionized national companies such as UPS, Purolator, and \_\_\_\_\_ and many others can barely keep up delivering all the packages.

Unfortunately we have other sectors who are struggling, just to mention a few: the hotel, restaurant, airport, and airline, they are facing a very difficult time. The Canadian government has announced last week financial assistance package for these industries. Teamsters can fully support those initiatives and we salute the announcement.

With regards to teamsters, kind of like the economy, our membership is slowly coming back. Our numbers are still down compared to last year. But we see the light at the end of the tunnel. Our affiliates have done a tremendous job at the bargaining table. They have been able to renew several labor agreements in various industries, whether it is in \_\_\_\_\_, hospital, manufacturing sector. The most recent one is our UPS national contract. We had a 60-percent participation from our members for the vote, and the contract was ratified by more than 60-percent. So we thank you to our members for their participation.

Our local union has also organized hundreds of new workers. And I don't want to get into too much details, but if you want to get more information I invite you to visit the Teamsters Canada website.

Communication with our members and affiliates is more important than ever during the crisis, as mentioned by General President Hoffa. Our communication team is working on several projects. We are now in the process to print and produce our annual report to our members. Last week we had an issue, our first teamsters \_\_\_\_\_ news on YouTube. So I invite you to visit the YouTube and Teamsters Canada channel.

We are also working on a podcast program project and also we are developing an application that will be used by our local union affiliates to sign up new members during organizing drive. Talking about organizing, the General President mentioned Amazon in his presentation. We will be working in close collaboration with the IBT. We've already had some conversations, General President Hoffa and I, regarding Amazon. And this will certainly be a priority for us in 2021.

Government affair, we're still working hard, promoting our issue and our agenda on the Parliament \_\_\_\_\_. We have a new director

of government affairs in Ottawa; her name is Mariam Abou-Dib. She's a person with lots of experience in government affairs in Ottawa, and I'm pretty sure she will represent us very well over there. We have an impressive members of priority. Just to name a few, our service truck drivers, railway safety, infrastructure and investment, the Canadian labor code revision, health and safety issue in general, and we will also keep a close eye on international trade.

So in conclusion, 2020 has been a very unusual year and 2021 will be very busy for us at the bargaining table, organizing new members, lobbying the government, and communicating with our members and our affiliates.

So I would like to take the opportunity to thank all of our local union officers, business agents, shop stewards, and members for their dedication, their courage, and I wish you all happy holiday. Stay safe and stay strong.

So that concludes my report. I would like to introduce the IBT Safety and Health Director Lamont Byrd.

*Lamont Byrd:*

Thank you very much, President Laporte. Good afternoon, everyone.

I'll give you a brief update on what's going on with the COVID-19 pandemic and update you on a few of the response activities that we've been involved in regarding the pandemic. As you all are probably well aware, we as a country continue to struggle to effectively manage this public health crisis. Based on yesterday – as recent as yesterday there were over 14 million confirmed cases of COVID-19 here in the US. There were over 284,000 COVID-19 related deaths. The number of confirmed cases and hospitalizations continues to trend upward nationwide. And some states are implementing increased restrictions.

On the positive side, there is a vaccine that's been approved in the UK, and as President Laporte reported, in Canada. It's anticipated that the Food and Drug Administration will soon approve vaccines for use in the US. The Centers of Disease Control and Prevention recently published a proposal regarding the schedule for vaccine deployment, and overall I believe that the CDC is on point concerning the scheduling priority. Many of the essential workers in our union are listed as higher priority for receiving the vaccine, as they work in forward-facing industries and have risk of exposure to the virus.

The Safety and Health Department continues to receive calls from local union officers and rank and file members regarding the efficacy of using cloth facemasks and other CDC recommendations to reduce the risk of acquiring and spreading Covid-19. And now we're starting to receive calls about vaccines. Unfortunately there is much confusing and false information concerning how we best protect ourselves from exposure to the SARS CO2 virus. And the Safety and Health department is developing information on the COVID- vaccines and will incorporate this information into our fact sheets and COVID-19 awareness level virtual training courses.

It's critically important that our members and the general public have access to accurate up-to-date information so that they can make informed decisions on whether to get the vaccine and how their decision may affect their employment status. I would also note that there is still much work to be done to enable us to better understand the impact of vaccinating older adults, pregnant women, children, and individuals who have tested positive for COVID-19. We also need to gain a better understanding of whether or not individuals who recovered from the virus become immune to the virus, and if so, how long that immunity lasts. And we also need more information on how frequently vaccinations must occur. Is this a one-time process or will we have to get vaccinated on an annual basis, as is the case with the seasonal flu?

According to the experts after the vaccines become available, for some time, as President Laporte indicated for Canada, we will continue to need to utilize the protective measures that we've been using for the past few months such as wearing a cloth facemask, maintaining physical distancing, using good hand hygiene practices, and ensuring that all indoor spaces that we are in are well ventilated.

From a regulatory perspective OSHA, as the premier agency for protecting worker health and safety, has been on the sidelines, offering little more than guidance. However, some OSHA state plan states such as Virginia, Oregon, California, Michigan, have either implemented or are working on an emergency temporary standards for COVID-19. In our discussions with the Biden transition team they suggested that providing federal regulatory protections for workers is a high priority for the administration and we will be working closely with them to make that happen.



As I previously indicated, we believe that it's extremely important for our union leaders and membership to have access to accurate up-to-date information, so the Safety and Health department continues to diligently work to provide information and training support to our membership. Local unions are increasingly requesting the COVID-19 awareness level course for our members. We provide this training through a federally funded grant program to our rank and file members and local leaders at no cost. The virtual training platform is now fully functional. We have 31 instructors who completed our train the trainer courses for both the COVID-19 awareness level course and we've provided them with training on how best to present courses in training on a virtual platform.

If you are interested in hosting any of our virtual classes contact us at [elarning@teamstersafety.org](mailto:elarning@teamstersafety.org) or visit our website at [www.teamstersafety.org](http://www.teamstersafety.org) or the main teamster website at [www.teamster.org](http://www.teamster.org), where you will find a link to our website.

As I close I just recommend that you get your seasonal flu vaccine, wear your mask, wash your hands, maintain physical distance, and stay safe. Thank you for your time. Now I'd like to introduce Christy Bailey, Director of the Political Field Action and Legislative department. Christy.

*Christy Bailey:*

Thank you, Lamont. And thank you, General President Hoffa for giving me time today to update you on our 2020 election work as well as a few legislative topics.

We organize an aggressive teamster election program with the goal of electing a president who stands for workers, making gains in the United States Senate, holding the United States House, and making gains at state and local legislatures across the country. And honestly, we had mixed results in the election. We did elect a pro-worker president, Joe Biden. In the Senate we lost Doug Jones, the rare Democrat in Alabama, but we held other Democratic incumbents who faced tough fights in Michigan and Minnesota, Gary Peters and Tina Smith. And we flipped seats in Arizona and Colorado, with Kelly and Hickenlooper.

Control of the Senate will come down to those two runoffs in Georgia that everyone is well aware of. That will bring the chamber to 50-50 and Vice President Kamala Harris will be the tiebreaker. We'll go into Georgia more in just a minute.

Sticking with the election, we did not see the gains we had hoped for in the United States Congress, but we have returned Nancy Pelosi as Speaker. She will have a slimmer majority, but it is still the majority. And the state and local elections were a mixed bag, and not the way we had hoped for or needed, frankly, as we head into difficult fights over government funding and redistricting. We have two new states that are now Republican trifectas, meaning Republicans control the State House, State Senate, and have the governor's seat. Those two states are New Hampshire and Montana, where we anticipate and are already gearing up for Right to Work and other attacks on workers, particularly in the public sector.

We were successful, though, in electing a good number of teamster candidates to office. These mixed results were not for a lack of effort from the teamsters union and I would like to give a quick overview of our program. COVID-19 threw everyone on this call and in the country a curveball. We couldn't back away from our member engagement in the election, but we had to figure out better, safer ways to do it. We were no longer able to base the bulk of our program on sending people into worksites or being at plant gates due to COVID restrictions, but we could make sure stewards and other workers who were going in the workplace had our flyers and our information. And where it's safe and where we could fully mask and socially distance we were able to go to worksites.

So we moved a large portion of our program onto the phones and text messages and we used primary elections to practice new, more aggressive ways to use this technology. By Election Day we had 156 rank and file members working our teamster election 2020 program, and their work was supplemented by IDT staff from various departments, largely from the organizing department. We were also able to draw on rank and file members from our Brotherhood of Maintenance and Way. And we had volunteers nationwide. They made over 340,000 phone calls, sent over 1.2 million text messages, and that was in addition to 1.3 million pieces of direct mail and 360,000 members who were reached by our digital ads.

We won't be able to do a final analysis till the votes are all counted, and certified and the files are posted, but looking at mail ballot returns in the days before the election teamsters who were part of our program were more likely to have returned their ballots than those who were not, and that was by double digits in many of our targeted states.

We are proud of the program our members ran and we have already geared it back up in Georgia. In Georgia we're running the same aggressive program. We are working with the locals in state. We have assigned staff and we have a team of 17 all-star phone bankers and text messengers who are in from in-state, from in that same joint council, and some from the IBT and the BMWAD. We have a team of 17 who are already on the phones and text messaging. Two ways of mail have already mailed and a third one to print yesterday and will again be in addition to digital and online efforts.

We are working on our retirees as well as a side endeavor as a \_\_\_\_\_ expenditure. In addition new are financially supporting these efforts through the IBT and state and local paths. You should've received information at your local union from General President Hoffa with information about how your local or joint council can help financially support the work in Georgia. If you have not seen that information please get in touch with me. That election, again, is on January 6th, and we will get results and everyone will be seeing the results in real-time. I know everyone is watching that election.

And while we wait to see who controls the Senate, we still have plenty of work to do. I want to quickly update on lame duck. There are two objectives for the lame duck legislative session, fund the government and pass the stimulus stuff. We anticipate that Congress will buy itself more time to accomplish both tasks this week by passing a one-week continuum resolution to December 18th. For weeks now we have seen no progress on a stimulus bill, then last week a bipartisan framework emerged and was quickly endorsed by Speaker Pelosi and Leader Schumer as a viable base on what should build a passable bill. The bipartisan framework totals \$908 billion, which is far less than the nearly \$3 trillion HEROES Act.

The framework is just that. More details were announced this morning and we are continuing to review that. The major point of disagreement at this point is the business liability language that Senate Republicans are insisting on. The bipartisan framework contains a six-month moratorium on lawsuits, but the GOP wants federal tort law changes. The Republicans are holding the state and local funding hostage in exchange for what they want. It's essential that we get this right because an overly broad liability shield could render enforceable standards moot. At this point we are still expecting a Biden OSHA will swiftly issue enforceable standards on airborne infectious disease, perhaps even by the end of January.

Even if agreement isn't reached on a comprehensive stimulus package in the lame duck session we still think it is likely that the expiring stimulus programs, unemployment insurance, and paid leave will be sent in the spending bill and then a \_\_\_\_\_ stimulus will be the first order of business under the Biden Administration. Until Congress actually leaves town and turns the lights off we are going to continue the push for all the same stimulus priorities that we have been pushing for throughout the pandemic, including pension protection. We have long viewed the lame duck as possibly presenting a real opportunity to move a solution on multi-employer pensions and we continue to explore that possibility with our Congressional champions.

Shifting gears and commenting a little bit on what Lamont already out in some detail, another significant federal action in the past week was the release of recommendations by the CDC Advisory Committee on immunization practices on vaccine prioritization. Much of this information has been in the news, but I'll quickly review the key points. The three vaccines will likely receive emergency use authorization on December 10th, which will be Pfizer; December 17th, which is Moderna; and early 2021, which is AstraZeneca. There will be much less available initially than originally thought, about 40 million doses for the first wave of vaccinations. And just to put that in context, there are about 20 million healthcare workers in the United States.

The CDC issued recommendations on 12/01, but we would be in the first wave of the vaccination, which they are calling 1A. In short, the CDC Advisory Committee recommends that 1A include healthcare workers and residents and staff of long-term care facilities. After that first wave vaccination recommendations and timelines are less-clear. The Advisory Group relies on the DHS definition of essential workers tied to the viability of critical infrastructure, and recommends that this group be next in line. The DHS guidance is quite comprehensive and includes several key teamster industries that have played an essential role in keeping America functioning since March. Transportation, logistics, sanitation, law enforcement and corrections, transit, food processing, and more.

The challenge in distribution is actually available quantities of vaccine, the logistics of distribution, and in terms of prioritizing teamster essential workers. The fact is that the CDC guidance is non-binding, which means that a considerable amount of discretion will be given to states. To state the obvious, teamster members

have the greatest number of essential workers, with worker members doing work spanning nearly every essential industry. You can look at any section of that DHS guidance for wave 1B and there are teamsters represented. Our members have early access to a safe and effective vaccine, and in DC and at the state level we are working both independently and in coalition with the broader labor community to keep teamster members and our work in clear focus as we transition from one president and administration to the next.

The states have a significant role to play here, and that means that the relationship that you all have at the state level will be key in the same way that those relationships have been so important through the pandemic in enforcing state level health and safety standards since March. We discussed this issue on our political coordinators call yesterday to draw attention to the state aspects of the vaccine, and will be coordinating our efforts to include teamsters as essential workers in state vaccination plans. We have also asked that divisions alert us to any employers who are working on vaccine access as well. We will keep you updated on all of these efforts.

For more on our broader work with the Biden transition I will turn this call over to Neil Ditchek from our general president's office. Neil.

*Neil Ditchek:*

Thank you, Christy. Hello, everyone. I will say well prior to Election Day we've been convening a transition taskforce at the IBT: myself, Christy and her department, Sunshine McBride has been leading the policy component of the transition work. And I'm glad to report that if the transition is any indication, the Teamsters Union and our members have a lot to be optimistic about in the Biden-Harris Administration. We've been very much included in all activities of the transition from the day we endorsed on. Within 24 hours of our endorsement we were brought into the agency review team process to make our recommendations. The chair of the Biden-Harris transition had a meeting with the general president where we got to lay out our priorities. As the GP and the GSP stated earlier, every single one of those conversations begins with pensions, pensions, pensions. But of course we have many other priorities and a lot of things to reverse at the administrative level that this last administration has done.

The transition is effectively divided into two components. You have your government agency side. They have set up agency review teams at all of the agencies. These agency review teams are pretty much in charge of policy and policy input, laying out the

directives for the agencies once they take over on January 20th. We are embedded in the Department of Transportation agency review team. We are very much involved in the Department of Labor agency review team and all components of the DOL, as well as the Treasury Department, which is so important to our pension priorities.

The agency review teams have asked for policy outlines from all the union stakeholders. Our staff at the IBT has been working with the divisions and the conferences within our organization. We have submitted papers to virtually all the agency review teams, we have been conducting meetings, having our representatives participate. Those meetings are going on around the clock and with very short notice, looking to get these agencies set up for January 20th. All these meetings are conducted virtually as a result of the pandemic. We had a heavy concentration in Department of Transportation with the rail, airline, freight, school bus. Occupational safety and health meetings, as Lamont was discussing earlier have been ongoing and they will continue. There is a lot of work for this administration to do once they get started and we're going to be with them.

On the personnel side we have been assisting the agency review teams as well as the transition with applicant intake. We have sent materials out to all the department directors and division leaders within the IBT, recommending – providing steps for them to submit names of folks who will be educated on our issues and can go to work right away and be helpful to our members. Last Friday we submitted a spreadsheet with about 75 names. We have top-level priorities that we've given as well. Most of these are people that we are recommending to be involved in the undersecretary positions and below, to be staffing these agencies and leading the way. In large part the Department of Labor, as I mentioned, it's to overturn a lot of the things that were going to be put in place to do us some harm over the next four years if we didn't have this election.

In terms of the cabinet level, so far at the Department of Labor all the names that we've been reading about are people that have been friends to the teamsters organization. There's no one that we can't get behind. Some of the people that are being discussed for the top position at the Department of Labor are incredible friends to the Teamsters Union. At Department of Transportation we have reason to feel good there as well. We know that the people that are involved in running the agency review teams and working on it have our interests at heart, are listening to us, taking in our policy

paper, and I'm confident that in good time we will be seeing some people that teamsters know and you'll be seeing some press releases naming people that are associated with the teamster world going into high-level positions within the administration.

One thing to keep in mind, we talk about Joe Biden and his relationship with unions, one thing that you can see in the initial hire that he's done – positions that we don't normally consider as being labor positions, but in his National Economic Council, the folks that he has named are people that we've worked with for years. Jared Bernstein is someone that was one of the key proponents of the Employee Free Choice Act, he ran the Middle Class Taskforce under the Obama Administration, has spoken at teamster conventions. This is a top economic aide now to the President of the United States. Heather Boushey, another top economic advisor to President Biden work has been income inequality and union rights and worker rights. These are things that we didn't have before, and there's a lot to look forward.

I want to state to anyone that's on this call right now if you have any kind of connection to someone that is looking for a job in the administration you know that has a union background, just run it up the flagpole. Talk to anyone at the IBP, given that the division or department director that you work with can always contact me directly. We are working to get this administration staffed up in the best possible way.

Thanks. That's it. And with that I'll turn it back to the General President.

*Jim Hoffa:*

Thank you, Neil. This has been a very good call. One of the things that we have to do in 2021 very early is our convention call. Everybody knows in 2021 we will have our convention, our teamsters convention and our election. We're in contact with Bally's Paris, we're in contact with our vendors, but everybody knows right now we don't know if we're actually going to have a real convention or a virtual convention. Everybody knows a number of events have happened, like the Democratic Convention and other big conventions of unions have been done virtually.

So right now with the advent of the vaccine we're still on a holding basis, but time is running out. But there will be a convention call coming up in early in 2021, time, date, and place, and the actual way we do it is something. I want you to know that our very competent staff is preparing for both ways; we're going to be ready to do a virtual convention or an actual convention. We'll be ready

whatever happens and you will be kept advised of everything. If you have any questions please contact my office.

So there's a lot going on, but the convention is going to be a major development, probably the biggest thing that happens in our union in 2021. And with the virus we're going to have to see whether it's virtual or not. But we will determine that as things go on. But you will be kept advised of every step of the way.

With that being said, I just want to thank everybody for being on this call. I think it's very important we get together like this. This has been very newsworthy, we learned a lot, there's a lot of development I think that are good against the virus. So we can hope that we can basically be together soon. So in the meantime stay safe, stay healthy, stay united, and most of all stay teamster strong. Happy holidays. Thank you.

*[End of Audio]*